



<p align="center">INTEGRATED MANAGEMENT SYSTEM GOALS ESG Goals</p>	 <p>ADDIT <small>SHEET METAL & CONTRACT MANUFACTURING</small></p>
<p align="center">Dokument zatwierdzono: 2.01.2025</p>	<p align="center">ul. Przemysłowa 20 07-100 Węgrów</p>

QUALITY GOALS FOR 2025


1. Achieve a First Pass Yield (FPY) of 98% for Repeat Products through regular employee training.
2. Achieve a FPY of 95% for New Products through regular employee training.
3. Implement a tool for continuous use and updating of FMEA in IPQE, MPQE, Supply Chain, and TQM areas. Include an indicator to measure update frequency of existing points and growth of potential risks and preventive actions. Minimum target: 90% of existing points updated annually.
4. Keep complaints related to coating quality below 10% of total complaints annually.
5. Detail the surface treatment control plan to include in-process activities.
6. Reduce production downtime by 10% through implementation of predictive maintenance.
7. Reduce production costs by 5% through process optimization and waste reduction.
8. Optimize the cost of production technology by 5% compared to planned cost.
9. Implement a system to monitor and analyze processes to identify and eliminate bottlenecks.
10. Reduce finished goods inventory by 20% through improved communication with customers and optimized production batch sizes.



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11. Improve on-time delivery to 90% through better supply chain and production planning.
12. Use tools like supplier audits, delivery quality analysis, and reports to reduce supplier complaints by 30%.
13. Achieve customer satisfaction of 90% in quality, 90% in timeliness, and improve communication through surveys and preventive measures.
14. Conduct regular technical training to improve skills of direct and indirect production employees according to customer specifications (e.g., soldering, gluing, wiring).
15. Introduce an information management system to improve speed and efficiency of interdepartmental communication.
16. Build a common KPI panel for quality, operations, and supply chain goals.
17. Improve the effectiveness of quality and capacity improvement actions by creating and analyzing relevant indicators.




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ENVIRONMENTAL GOALS FOR 2025

1. Continue replacing machinery with energy-efficient equipment in production.
2. Reduce noise emissions by implementing noise suppression technology in grinding booths.
3. Introduce a water management system to reduce usage by 10% (e.g., water treatment in the painting process, 100% reuse for washing, and construction of a wastewater treatment plant).
4. Reduce paint waste by 30% through better production planning based on customer contracts.
5. Implement an air quality monitoring program at the production site.
6. Launch programs to protect local flora and fauna (e.g., nesting boxes, feeders, shelters for bees/bumblebees).
7. Implement waste segregation programs in office areas.
8. Launch a "Green Plant" program including tree planting and creating green spaces around the company.




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OCCUPATIONAL HEALTH & SAFETY GOALS FOR 2025

1. Reduce workplace accidents by 50% compared to the previous year through regular OHS training and safety audits.
2. Introduce additional personal protective equipment and safety technologies in high-risk areas.
3. Increase employee participation in health programs by 10%.
4. Introduce psychological support programs for employees.
5. Develop safety competence programs for leaders/managers.
6. Launch wellness programs (e.g., fitness classes, healthy eating workshops); provide healthy food during client meetings (e.g., fruits, grain-based cookies).
7. Conduct at least 3 workplace safety campaigns annually.
8. Introduce health monitoring programs to identify and minimize risks from hazardous working conditions.
9. Conduct quarterly OHS audits to identify and eliminate potential hazards



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ESG GOALS FOR 2025

Environmental Aspect:

1. Reduce water consumption by 10% annually.
2. Reduce the company's carbon footprint by 5% through investments in renewable energy.
3. Organize 1 annual employee workshop on sustainable development and environmental protection.

Social Aspect:

1. Increase social engagement by organizing at least one community initiative annually.
2. Organize at least two community events per year (e.g., open days, educational workshops, charity events).
3. Increase involvement in local community initiatives by allocating part of the profit to awards, social, and cultural projects.

Governance Aspect:

1. Increase transparency through regular ESG performance reporting.
2. Implement a workplace diversity and inclusion policy.
3. Introduce an ethical supply chain management policy to ensure compliance with international labor standards and human rights.



 Podpis Dyrektora Zarządzającego